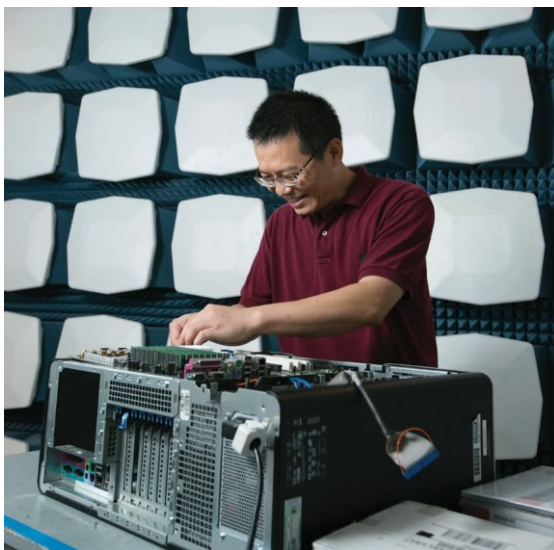




MISSOURI S&T PROVOST



Missouri University of Science and Technology (Missouri S&T) invites nominations and applications for the position of Provost and Executive Vice Chancellor for Academic Affairs and Provost.

About Missouri S&T

Founded in 1870, Missouri University of Science and Technology (Missouri S&T) is one of the nation's top technological research universities and one of four distinct universities of the University of Missouri System. Missouri S&T is a public university with two academic colleges, the College of Arts, Sciences, and Business and the College of Engineering and Computing. The University offers quality educational opportunities, with nearly 100 degree programs in engineering, science, computing and technology, business, social sciences, humanities, and liberal arts. Together, the colleges are home to almost 400 titled faculty, in addition to part-time faculty. Missouri S&T has total student enrollment of approximately 8,100, with graduate student enrollment of approximately 1,600. There are approximately 660 doctoral students pursuing one of 21 programs offered in STEM fields, and over 1,000 students enrolled in graduate programs serving working professionals. Missouri S&T is classified by the Carnegie Foundation as a higher research activity institution, and at the close of FY2019, research expenditures at S&T were just over \$31 million, and current research expenditures are approaching \$40 million. Approximately two-thirds of funding comes from federal sources and the remaining one-third of funding comes from industry/private partnerships.

HISTORY OF MISSOURI S&T

Founded nearly 150 years ago as the University of Missouri School of Mines and Metallurgy, the school, known as MSM, was one of the first technological institutions in the nation. MSM was established as part of the land-grant movement established by the federal government through the Morrill Act. In 1963, following the establishment of the UM System, the school became known as the University of Missouri-Rolla, or UMR. In 2008, the university changed its name to Missouri University of Science and Technology to broadcast more clearly its position as a leading STEM-focused university dedicated to discovery, creativity, and innovation to benefit the citizens of Missouri, the nation, and the world. As one of the original land-grant universities in the state, and the only space-grant university in the UM System, Missouri S&T is poised to capitalize in the coming years on the growing importance of STEAM education throughout the state and the nation.

Today, Missouri S&T finds itself at a critical point in its evolution and is seeking an inspirational leader to help inaugurate a new era of research growth and student success through an updated strategic plan and in partnership with the university's talented faculty, staff, students, alumni, advisors, and partners.



MISSOURI S&T TODAY

STRATEGIC PLAN

On September 20, 2018, the University of Missouri Board of Curators approved a new, comprehensive strategic plan for Missouri S&T. Drawing upon the broader University of Missouri System Missouri Compacts, Missouri S&T has developed a transformative, collaborative, and transparent plan for excellence: *Elevating Missouri through Research and Education*.

MISSION

Missouri S&T integrates education, research and application to create and convey knowledge that serves our state and helps solve the world's great challenges.

VISION

Missouri S&T will be the leading public technological research university for discovery, creativity and innovation. We will cultivate curiosity, creativity and confidence in our graduates. We will be the institution of choice for partners around the world seeking a highly qualified, talented and entrepreneurial workforce; innovative research; relevant educational programs, products and services; and technology and ideas to solve the great challenges of our time.

To achieve this vision, the Missouri S&T community embraces a shared set of values: Lifelong Success, Creativity, Integrity, Sustainability, Partnerships, and Inclusion. These values can be seen in action from the laboratories and classrooms through start-up companies leveraging technology and skilled employees selected from S&T to top industry leaders.

THE MISSOURI S&T IMPACT

Missouri S&T has a unique constellation of comprehensive programs (STEM, as well as business, social sciences, and the humanities) that provide an enormously beneficial impact to Missouri, the region, and beyond. Its renowned elementary and secondary teacher education programs provide Missouri with highly qualified educators in schools throughout the state. Its experiential learning programs (required by all undergraduate curricula) propel students beyond the classroom lecture and basic skills to hands-on instruction intended to solve real world problems. Missouri S&T is leading the way in building industry partnerships around the world to fuel Missouri's and the nation's growing high-tech workforce.



RESEARCH

Missouri S&T's research mission began in 1963 when the Missouri School of Mines and Metallurgy became one of the four universities of the University of Missouri System. At that time, the first two state-funded research centers were established on campus, as the precursors to today's Materials Research Center and the Rock Mechanics and Explosives Research Center. Recently the Center for Science, Technology, and Society was created to integrate humanistic approaches to technological and scientific issues. Over the past 60 years, these centers have been joined by additional state-supported research centers in intelligent systems, infrastructure studies, energy and environment, and biomedical research. These centers house state-of-the-art equipment, research specialists, technicians, and administrative support personnel to assist expert faculty with externally sponsored research, education, and outreach.

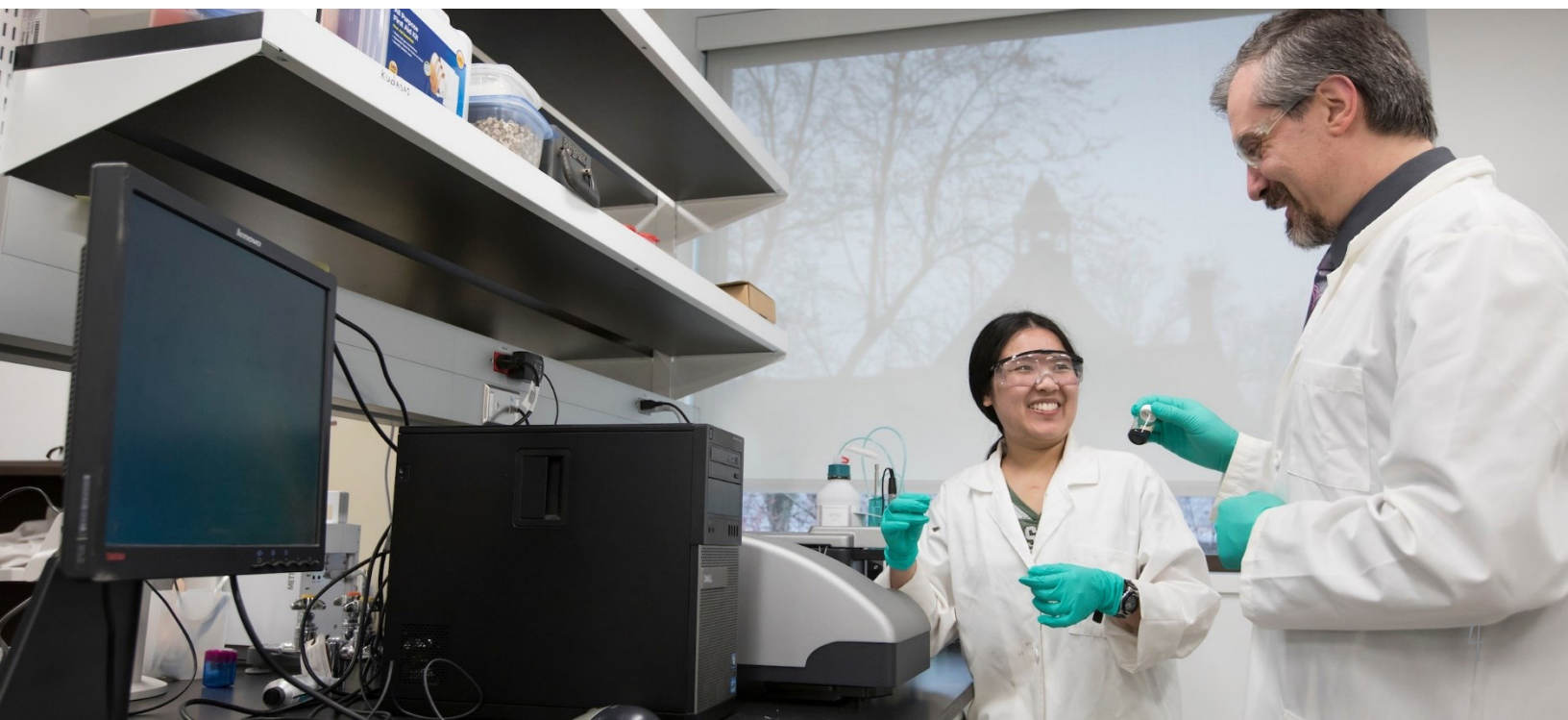
As of 2016, 57% of new funds for externally-sponsored research came from federal funding agencies. The largest (in order of funding) were the National Science Foundation (NSF), U.S. Department of Transportation (DOT), Department of Energy (DOE), and Department of Defense (DOD). The university is home to two U.S. DOT University Transportation Centers, a DOE SunShot consortium, and an FAA Center of Excellence. With NSF, Missouri S&T has a long history of successes in the MRI program, CAREER awardees, and EAGER and GOALI awards. It is also home to an I-Corps site and both CyberCorps®: Scholarship for Service (SFS) and Scholarships in Science, Technology, Engineering, and Mathematics (S-STEM) Programs.

Missouri S&T is well known for its industry-focused research programs. Currently there are six active industry consortia, three of which have more than a dozen industry members. The three largest consortia are: the Center for Electromagnetic Compatibility (NSFI/UCRC), the Center for Aerospace Manufacturing Technologies, and the Kent D. Peaslee Steel Manufacturing Research Center. This industry activity is supported by an active Economic Development/Technology Transfer Office. Patent and licensing activity is on an upward trend with over 75 patents and disclosures filed in each of the past three years (2015-2017). Royalty income in 2016, for example was \$500K and is expected to reach over \$1M by 2020 based on the current portfolio.

The scholarly productivity of the faculty goes well beyond the STEM disciplines to provide rich benefit and international recognition to S&T. With a number of prestigious grants funded by such agencies as the National Endowment for the Humanities (NEH) and Fulbright Program, S&T is home to some of the most highly productive social science and humanities scholars in the state of Missouri.

FINANCE

Missouri S&T had an all-funds revenue of \$226.9 million for Fiscal year (FY) 2019 and operations revenue of \$150.8 million. The revenue breakdown is net student fees (36%), grants and contracts (18%), state appropriations (22%), endowment income (5%), gifts (6%), and auxiliary and other revenues (13%). Workforce compensation is 65% of the all fund expenditures.





CORPORATE PARTNERSHIPS

Numerous corporate partners worldwide support Missouri S&T's academic programs. The university has relationships with nearly 3,000 companies and government agencies that hire our students, provide internship and co-op experiences, sponsor research, and collaborate in degree and non-degree education. Companies such as Boeing, Apple, Google, Honeywell, Nucor, ArcelorMittal, Caterpillar, Black & Veatch, Burns & McDonnell, Chevron, Conoco Phillips, ExxonMobil, Garmin, Anheuser-Busch, Cisco Systems, PepsiCo, and General Motors are among the more engaged corporate partners. The Hypoint Industrial Park in Rolla is home to several high-tech small businesses that also work closely with the university. In addition, Missouri S&T fosters partnerships with numerous federal agencies including Sandia National Laboratories, Oak Ridge National Laboratory, the U.S. Army via its nearby base at Fort Leonard Wood, and others.

THE PROGRAMS AND PEOPLE OF MISSOURI S&T

THE COLLEGE OF ENGINEERING AND COMPUTING

The College of Engineering and Computing (CEC) comprises nine departments and offers 17 undergraduate degree programs and 14 minors. This is one of the widest arrays of engineering programs offered in the U.S. The CEC offers bachelor of science degrees in aerospace engineering, architectural engineering, ceramic engineering, chemical engineering, civil engineering, computer engineering, computer

science, electrical engineering, engineering management, environmental engineering, geological engineering, geology and geophysics, mechanical engineering, metallurgical engineering, mining engineering, nuclear engineering, and petroleum engineering. All of the engineering programs and computer science are ABET accredited. In addition, students may specialize in one of more than 60 emphasis areas within these degree programs.

At the graduate level, CEC offers a broad array of master's degrees and PhD programs. PhDs are offered in all departments, with some departments offering multiple PhD programs. The college has made great strides in increasing enrollment of doctoral students.

Total CEC student enrollment for the 2019-20 academic year was 6,586. Undergraduates represent 5,274 of this total, with 755 master's and graduate certificate students and 557 doctoral students. For the same time period, CEC had 536 distance students enrolled.

THE COLLEGE OF ARTS, SCIENCES, AND BUSINESS

The College of Arts, Sciences, and Business (CASB) is committed to enriching student development and enhancing Missouri S&T's traditional technological disciplines, as well as developing new programmatic areas. CASB also plays a vital role in fulfilling S&T's mission of integrating education, research, and application to create and convey knowledge that serves our state and helps solve the world's great challenges. In order to fulfill this mission, CASB offers a unique mix of humanities and fine arts, education, business, and natural, physical, social, and military sciences. The college includes the departments of mathematics and statistics; arts, languages, and philosophy; biological sciences; business and information technology; chemistry; economics; English and technical communication; history and political science; physics; teacher education and certification, and psychological science. CASB also includes S&T's Air Force and Army ROTC.

The college offers 13 undergraduate degree programs in applied mathematics, biological sciences, business

and management systems, chemistry, economics, English, history, information science and technology, multidisciplinary studies, philosophy, physics, psychology, and technical communication, as well as 52 minors. In addition, students may specialize in one of more than 27 emphasis areas within these degree programs. CASB also delivers the majority of academic offerings in the general education curriculum.

Master's degrees are offered in the departments of biological sciences; business and information technology; chemistry; English and technical communication; mathematics and statistics; physics; and psychological science. In addition, doctoral degrees are offered in the departments of chemistry, mathematics and statistics, and physics.

Total CASB student enrollment for the 2019-20 academic year was 1,413. Undergraduates represent 1,123 of this total, with 187 master's and graduate certificate students and 103 doctoral students. For the same time period, CASB had 99 distance students enrolled.





STUDENTS

With its nearly 8,100 students, Missouri S&T's undergraduate and graduate enrollments have nearly doubled since 2000. Admissions have remained highly selective with an average incoming freshmen ACT score of 28.8 and an average high school GPA of 3.77/4.00. The student-to-faculty ratio at Missouri S&T is currently 18:1. Most classes have 10 to 19 students, and 39.2 percent of classes have fewer than 20 students. The first-year retention rate is 81.8 percent and the six-year graduation rate is 66.1 percent.

Missouri S&T's graduates are well prepared for career success through the university's emphasis on leadership, undergraduate research, and experience-based learning. Missouri S&T boasts a 92% career outcome rate across all majors, and a more than 90% acceptance rate to graduate and professional schools such as medical and law. Many S&T graduates receive multiple job offers. Missouri S&T hosts two annual Career Fairs, which are among the largest in the Midwest with over 300 companies attending each fall.

Experiential learning is an essential aspect of Missouri S&T's unique education environment and is now required for all undergraduates. Undergraduate research is a core component that provides students with out-of-classroom learning opportunities to apply knowledge to real-world problems. These opportunities include the Solar Village and EcoVillage, which together comprise six student-built and inhabited solar houses, and the Experimental Mine, which has been voted the best "Awesome College Lab" for multiple years by *Popular Science*. Students participate in 19 student design teams, including the 2017 international champion Mars Rover Design Team, two-time national champion Solar Car Design Team, and multiple-year champion Human-powered Vehicle Design Team. Missouri S&T maintains a highly engaged Engineers Without Borders organization on campus, with four groups and a high percentage of women participants and leaders. This rich array of hands-on learning opportunities contributes to the development of successful students who are ready to have an immediate positive impact when entering the workforce.

In the last decade, doctoral enrollments have grown significantly, with a total graduate enrollment for the 2019-20 academic year of 1,634, including 660 doctoral students.

Many graduate students are enrolled through Missouri S&T's extensive distance offerings; 639 of the 1,634 graduate students participate in distance education in AY 19-20. The Global Learning division provides a variety of credit and non-credit courses, seminars, conferences, and summer programs. In 2020, Missouri S&T was ranked in the top 25 nationally for "Best Online Graduate Engineering Programs" by US News & World Report (No. 23).

FACULTY

More than 440 faculty members form the educational backbone of Missouri S&T and reflect a breadth of academic expertise and a long history of collaborative engagement. The faculty members make up a tight-knit community whose varied experiences allow for research opportunities and creative works that are distinctive to the university. The results of these and other works feed into the curriculum to enrich the students, who in turn contribute to faculty research to add a fresh perspective.

The faculty share a strong desire for an engaged leader who embraces the principles of shared governance and will consult frequently with concerned stakeholders, including the university's highly capable collection of academicians who are well known as researchers, educators, and experts in their fields.

In addition, a partnership with local health care professionals has led to the establishment of the Ozark Biomedical Initiative, a research group that promotes collaborative research between Missouri S&T researchers and the medical research community.

STAFF

In addition to first-rate faculty and students, S&T is proud of its dedicated and dynamic staff who support the university's mission and desire to make a difference. Missouri S&T directly supported over 3,000 full-time and part-time jobs throughout the state in fiscal year 2020, with approximately 1,100 of those being staff positions. In addition to their daily duties, many staff members volunteer in activities to make the university experience richer for all involved. S&T is one of the largest, most versatile employers in south-central Missouri, with a strong commitment to diversity and inclusion.

ALUMNI

Missouri S&T is proud to have nearly 60,000 living alumni, many of whom are leaders and innovators in industry, government, and academia. Missouri S&T alumni are actively engaged in, and supportive of, the institution and its mission. The alumni possess a full spectrum of expertise, while our recent graduates command some of the highest starting salaries in the nation.

The university has a number of programs to engage and recognize successful alumni, including academies that honor alumni and other supporters for their professional achievements, leadership, and involvement with Missouri S&T. Members of these academies, which are connected to 10 academic departments as well as the athletic department, are actively engaged as advisors, advocates, and fundraisers, bringing both advisory and financial support to the university. For example, in 2011, members of the Chemical Engineering Academy rallied to raise \$8 million in support of the (then new) Bertelsmeyer Hall. Most recently, members of the Civil Engineering Academy endeavored this year to raise \$3.5 million in support of the Advanced Construction and Materials Laboratory. Of special note are our 36 Alumni of Influence and other remarkable alumni.

Missouri S&T's endowment totals \$190 million, which represents a 23% increase since 2013. Total fundraising has averaged \$16 million over the last three years. FY 18 was the second-largest fundraising year in the university's history with \$22.6 million in cash and pledges, including the university's largest ever in-kind gift valued at \$6.5 million. The university's alumni giving rate is 12%; the university's annual phonathon regularly raises in excess of \$1 million in support for academic departments; and 88% of donors indicate they are satisfied or highly satisfied with the giving experience at S&T. The university is currently in the quiet phase of a comprehensive campaign. Two previous campaigns raised \$74 million (1994-

2000) and \$128 million (2004-2010) respectively. In 2017, Missouri S&T received a national award from the Council for the Advancement and Support of Education (CASE) for sustained fundraising excellence.

THE GREATER ROLLA AREA

Missouri S&T is located in Rolla, which is recognized as one of the "best small towns in America" and is located in the beautiful Ozark Highlands. The greater Rolla area, with a population of over 40,000, offers an exceptional quality of life, strong and affordably priced real estate, and is located within 100 miles of both St. Louis and Springfield.

The quality of life in the community is enriched by an unusual array of economic, intellectual and cultural assets. These include Phelps Health, the area's largest employer, with its new \$43 million Delbert Day Cancer Institute, named for an S&T Curators' Distinguished Professor Emeritus who is a member of the National Academy of Engineering and a biomedical research pioneer; and the U.S. Geological Survey, which established an office on our campus nearly 100 years ago and today continues to provide geospatial data, mapping, and other services to our nation.

Among the many cultural traditions that flourish in the community are the annual S&T-led Celebration of Nations, one of the largest global festivals in Missouri; the Ozark Actors Theatre, a professional summer stock company based at the Cedar Street Playhouse; and the Remmers Special Artist/Lecture Series, which has spotlighted a world-renowned roster of guest performers and speakers over the past 40 years, including S&T's 2017 guest artist, cellist Yo-Yo Ma. Rolla and the Ozark Highlands region are best-known for an abundance of outdoor recreational opportunities. This includes more than 300 acres of parks within our city limits and an extensive trail system. Surrounding Rolla are more than 100,000 acres of state and national parks and wildlife refuges, award-winning wineries, the Ozark National Scenic Riverways and trout streams, and the Lake of the Ozarks, offering a wide variety of year-round outdoor recreational activities. Located near the center of the state, and conveniently located adjacent to Interstate 44, Rolla is a welcoming community with topnotch public schools and a civic-minded population committed to openness, understanding, and valuing all people and perspectives.



THE ROLE OF THE PROVOST

Position Overview

The Provost of Missouri University of Science and Technology sets an example of respect for all constituents of the university, holding the institution as a whole to the highest standards of conduct. The Provost plays an integral role in enhancing the research, teaching, and engagement activities, thereby furthering the ideals of the public land-grant and space-grant mission. Reporting directly to Chancellor Mohammad Deghani, the Provost serves as the Chief Academic Officer and senior member of the Chancellor's leadership team responsible for implementing the University's vision while ensuring academic excellence. With a strong focus on maintaining growth in external funding for research and outreach, the Provost drives various initiatives regarding mutually beneficial industry partnerships and further development of tailored curricula development. In strong collaboration with academic units, centers, institutes and professional programs the Provost will provide synergy to support the University's mission. Further the future Provost will engage and partner with University of Missouri System leadership and serve as a strong advocate for Missouri S&T.

The Provost will look to build upon the existing traditions, further leverage the vibrant research distinctiveness of the campus, and strengthen the university's industry partnership and advancement efforts. Missouri S&T has developed and adopted a transformative, collaborative, and transparent Strategic Plan. This new plan provides the Provost an incredible opportunity to lead the outstanding work that happens daily at Missouri S&T, and to further its relationships with the campus communities, industry, and broader populations.

KEY RESPONSIBILITIES

- Implement necessary initiatives to achieve the goals of the Missouri S&T Strategic Plan.
- Expand the scholarly and research activities of Missouri S&T through the diversification of scholarship and sponsored research, emphasizing interdisciplinary collaboration.
- Enhance student success, online education, and Missouri S&T's exceptional reputation for undergraduate education and career preparation while building more robust graduate, professional and non-degree graduate programs.
- Grow successful academic and research programs that reflect the evolving needs of stakeholders to strategically increase enrollment, create private/ public partnerships, and further improve Missouri S&T's strong reputation.
- Deepen Missouri S&T's commitment to diversity and inclusion.
- Drive the pursuit of innovative discoveries to enhance the mission-fulfillment of the university within an environment of consensus and collaboration.
- Improve the university's culture of philanthropy through the activities of alumni engagement, participation in development and advancement, and the fostering of corporate partnerships.

NOMINATION/APPLICATION PROCESS

Review of applications will begin immediately and will continue until the position is filled. For fullest consideration, applicant materials should be received by **Monday, August 31, 2020**. Applications should include a current curriculum vitae and a letter of interest that addresses the responsibilities and requirements described above. Nominations and expressions of interest will continue to be reviewed until a list of candidates is put forward for final consideration.

Applications and nominations should be sent to:

Tim McIntosh
Director of Executive Recruitment,
University of Missouri System
umhrexecutivesearch@umsystem.edu
573-884-8107

OUR COMMITMENT TO DIVERSITY AND INCLUSION

At Missouri S&T our entire campus community benefits from a climate that respects individual needs, abilities and potential, does not tolerate discrimination or harassment, and is characterized by equal access for all regardless of cultural differences.

We expect every member of our academic family to support the underlying values of this covenant and to demonstrate a strong commitment to attracting, retaining and supporting students, faculty, and staff who reflect the diversity of our larger society.

Equal opportunity shall be provided for all employees and applicants for employment on the basis of their demonstrated ability and competence without discrimination on the basis of their race, color, religion, sex, sexual orientation, national origin, age, disability, and status as Vietnam era veteran.

PROFESSIONAL EXPERIENCE AND QUALIFICATIONS

- A strong record of executive leadership in a complex academic environment, with a demonstrated ability to lead and direct University initiatives to support and further advance excellence in research, pedagogy, access, and inclusion at an institution of higher education, including appropriately steward resources.
- An approachable, collaborative and transparent leadership style attentive to the ideals of shared governance and respectful of the viewpoints and contributions of all members of the Missouri S&T community.
- A record of excellence in demonstrated support for leading-edge, interdisciplinary, meaningful research and the pursuit of academic excellence.
- An abiding interest in the development and success of students of all backgrounds and a demonstrated commitment to meeting student needs.
- A decisive, data-informed leader able to identify opportunities from challenges.
- Demonstrated success in securing philanthropic resources to sustain a complex enterprise.
- Strong listening, writing, and speaking skills to communicate effectively with diverse stakeholders within the university and with the public at large.
- Deep commitment to serving as a leader who places the interests of the institution first.

PROFESSIONAL REQUIREMENTS

- A traditional, earned academic doctoral degree and a record of teaching and scholarly or professional attainment that merits appointment as a professor with tenure within the University's academic units is required.
- At least 12 years of administrative experience is required.

